



ARLINGTON FINANCE COMMITTEE

MINUTES OF MEETING

5/11/2022 7:30 PM

Conducted by Remote Participation – Zoom Meeting

ATTENDEES

Gibian	L	Padaria	A	Harmer	P	Tosti	P
Blundell	A	Migliazzo	P	LaCourt	P	Deshler	P
Ellis	A	Wallach	A	Jones	P	Carman	P
Healy	P	Foskett	P	Kocur		McKenna	P
Beck	P	Crawford Pokress	A	Kellar			
						Bradley	P

P indicates Present; L indicates late; A indicates Absent

Visitors: INTRODUCTION

1. Foskett read the rules for the meeting as formulated by Town Counsel based on the Governor's authorization. An important rule is that all votes, unless unanimous, must be by roll call. Attendance was taken by roll call. A vote of "unanimous" means "unanimous vote by all present". The Chair votes only when there is a tie.
2. Foskett shared that Jonathan Wallach provided his resignation from the committee. Wallach was the committee delegate to the Capital Planning Committee.
3. Darrel Harmer volunteered to be the delegate to the Capital Planning Committee which Foskett accepted. This will become effective immediately after the Town Meeting vote on the Capital Planning Committee budget.

MINUTES

1. 5/4/22 meeting minutes were accepted with eight in favor and three abstentions (Healy, Carman, Gibian)

BUDGETS, ARTICLES & ITEMS

1. Article 49 – Collective Bargaining
 - a. Foskett recommended an ad-hoc Working Group to study this article further, with suggested members being Healy, Jones and Beck
2. The Cherry Sheet MA Senate preliminary figures were released

CONCLUSION

The meeting adjourned at 7:52 pm.

The next meeting is Monday, May 16, 2022 at 7:30 PM.

Tara Bradley
5/15/2022

Reference 1: Draft Article 49 Collective Bargaining
Reference 2: Fire MOA FY2022 – FY2024
Reference 3: Fire, Non-Union and Library Settlements
Reference 4: Fire Bargaining – Final Adjustment
Reference 5: FY 23 General Government Salary Settlements
Reference 6: Libraries FY22-24 Town Settlements

ARTICLE 49 COLLECTIVE BARGAINING

To see if the Town will vote to fund any fiscal items in the event that any are contained in collective bargaining agreements between the Town and the following named collective bargaining units, and to fund for non-union, M Schedule, and elected officials' salaries or fringe benefits, determine how the money shall be raised and expended; or take any action related thereto:

- A. Local 680, American Federation of State, County and Municipal Employees;
- B. Service Employees International Union;
- C. Robbins Library Professional Association;
- D. Local 1297, International Association of Firefighters;
- E. Arlington Police Patrol Officers' Association (formerly Arlington Patrolmen's Association);
- F. Arlington Ranking Police Officers' Association;
- G. M Schedule and non-union employees; and
- H. Full-time elected officials.

(Inserted at the request of the Town Manager)

VOTED: That the sum of \$613,393 is hereby appropriated, to be set aside for funding sum shall not be expended without a future vote of Town Meeting, that \$82,000 be transferred from the existing salary reserve account to the Fire Department FY22 Budget, that the Fire Department budget be increased by \$524,817, that the Library budget be increased by \$27,793 and that the following other department or fund budgets be increased by \$133,569 as indicated in this table:

Department	FY23 Δ
Select Board	\$5,860
Town Manager	\$13,108
Comptroller	\$2,795
Treasurer/Collector	\$2,547
Legal	\$9,236
Human Resources	\$6,498
Information Technology	\$9,102
Town Clerk	\$1,980
Planning	\$10,372
Zoning Board of Appeals	\$1,068
Inspections	\$2,902
DPW Natural resources	\$1,515
DPW Engineering	\$2,344
DPW Administration	\$8,553
Facilities	\$1,380
Health	\$12,763
Diversity, Equity & Inclusion	\$3,745
Council on Aging	\$5,842
Library	\$6,694
AYCC	\$17,534
COA Transportation	\$1,860
Rink	\$516
Recreation	\$5,355
Total	\$133,569

AND FURTHER VOTED That the Town hereby ratifies the following financial items in the collective bargaining agreements and memoranda of agreement with the following enumerated collective bargaining units and hereby approves the following financial items relating to

A. International Association of Firefighters, AFL-CIO, Local 1297:

1. A one and a half percent (1.5%) wage increase effective July 1, 2021,
2. A two percent (2%) wage increase effective July 1, 2022,
3. A two percent (2%) wage increase effective July 1, 2023,
4. An increase of the EMT stipend to five percent (5%) effective July 1, 2022,
5. An increase of the EMT stipend to five and a half percent (5.5%) effective July 1, 2023,
6. **Adjustments to the step calculations,**
7. **Recognition of Juneteenth as a holiday with the option for payment or compensation time, effective July 1, 2022.**

B. Robbins Professional Library Association:

1. A half percent (0.5%) wage increase effective July 1, 2022,
2. A half percent (0.5%) wage increase effective July 1, 2023,
3. **Creation of new steps,**
4. **An increase in Longevity payments of seven hundred dollars (\$700) per step effective July 1, 2022.**
5. **Changes in the work schedule.**

C. Non-union, Management, and Elected:

1. A two percent (2%) wage increase effective July 1, 2022.

COMMENT: Negotiations are still in process with several Town unions.

**MEMORANDUM OF AGREEMENT
BETWEEN
THE TOWN OF ARLINGTON
AND
THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 1297
(collectively "the parties")**

April 2022

WHEREAS, the Town of Arlington ("Town") and the International Association of Firefighters Local 1297 ("Local 1297") have been negotiating for a successor to their July 1, 2018 through June 30, 2021 collective bargaining agreement; and

WHEREAS, the Town and Local 1297 have come to terms relative to a successor agreement, subject to ratification by the membership of Local 1297 and funding by the next Arlington Town Meeting as required by M.G.L. c. 150E; and

WHEREAS, the parties have agreed to execute this Memorandum of Agreement ("MOA") pending drafting of a fully integrated successor collective bargaining agreement; and

WHEREAS, the parties have agreed that their collective bargaining agreement in effect from July 1, 2018 through June 30, 2021 shall remain in full force and effect except as expressly modified by this MOA;

NOW THEREFORE, the Town and Local 1297 agree as follows:

1. **Duration:** Amend Article XXVII (Duration of Agreement) to reflect that the parties' collective bargaining agreement shall be in effect from July 1, 2021 through June 30, 2024 and that the impasse date is modified to January, 2024.

2. **Salaries:** Amend Article VIII (Section One Wages) by replacing the current step system with the following:

Article VIII Wages, Call-in Pay and Holdover Time

Section One. Effective July 1, 2021 all salaries and salary increases will be based off the starting point of a Step 3 Firefighter. Salaries will be calculated as follows:

Step 1 - (0.89% of a Step 3 Firefighter)	Employment Start/Entrance
Step 2 – (0.92% of a Step 3 Firefighter) with the Town	One-year employment anniversary
Step 3 – (Starting point of all step calculations)	Second-year employment anniversary with the Town

Step 4 – (101% of a Step 3 Firefighter)	Year 5 (Commencing on employment anniversary after 5 years of completed service with the Town)
Step 5 – (102.2% of a Step 4 Firefighter)	Year 10 (Commencing on employment anniversary after 10 years completed service with the Town)
Step 5 – (102% of a Step 5 Firefighter)	Year 15 (Commencing on employment anniversary after 15 years completed service with the Town)
Max Firefighter – (101.5% of a Step 6 Firefighter)	Year 25 (Commencing on employment anniversary after 25 years completed service with the Town)
Lieutenant	
There shall be a Lieutenant base salary which shall be the Lieutenant salary from the previous contract year, adjusted by the cost of living adjustment in Appendix A.	
Step 2 - (101.0% of Lieutenant base salary)	Year 5 (Commencing on employment anniversary after 5 years completed service with the Town)
Step 3 – (101.0% of a Step 2 Lieutenant)	Year 10 (Commencing on employment anniversary after 10 years completed service with the Town)
Step 4 – (101.0% of a Step 3 Lieutenant)	Year 15 (Commencing on employment anniversary after 15 years completed service with the Town)
Max Lieutenant – (100.3% of a Step 4 Lieutenant)	Year 25 (Commencing on employment anniversary after 25 years completed service with the Town)

Captain

There shall be a Captain base salary which shall be the Captain salary from the previous contract year, adjusted by the cost of living adjustment in Appendix A.

Step 2 - (101.0% of Captain base salary)

Year 5 (Commencing on employment anniversary after 5 years completed service with the Town)

Step 3 – (101.0% of a Step 2 Captain)

Year 10 (Commencing on employment anniversary after 10 years completed service with the Town)

Step 4 – (101.0% of a Step 3 Captain)

Year 15 (Commencing on employment anniversary after 15 years completed service with the Town)

Max Captain – (100.3% of a Step 4 Captain)

Year 25 (Commencing on employment anniversary after 25 years completed service with the Town)

Deputy Chief

There shall be a Deputy Chief base salary which shall be the Deputy Chief salary from the previous contract year, adjusted by the cost of living adjustment in Appendix A.

Step 2 - (101.0% of Deputy Chief base salary)

Year 5 (Commencing on employment anniversary after 5 years completed service with the Town)

Step 3 – (101.0% of a Step 2 Deputy Chief)

Year 10 (Commencing on employment anniversary after 10 years completed service with the Town)

Step 4 – (101.0% of a Step 3 Deputy Chief)

Year 15 (Commencing on employment anniversary after 15 years completed service with the Town)

Max Deputy Chief – (100.3% of a Step 4 Deputy Chief)

Year 25 (Commencing on employment anniversary after

25 years completed service
with the Town)

Section One (a) Effective July 1, 2022 all salaries and salary increases will be based off the starting point of a Step 3 Firefighter. Salaries will be calculated as follows:

Step 1 - (0.89% of a Step 3 Firefighter)	Employment Start/Entrance
Step 2 – (0.92% of a Step 3 Firefighter)	One-year employment anniversary with the Town
Step 3 – (Starting point of all step calculations)	Second-year employment anniversary with the Town
Step 4 – (102% of a Step 3 Firefighter)	Year 5 (Commencing on employment anniversary after 5 years completed service with the Town)
Step 5 – (102.5% of a Step 4 Firefighter)	Year 10 (Commencing on employment anniversary after 10 years completed service with the Town)
Step 6 – (102.5% of a Step 5 Firefighter)	Year 15 (Commencing on employment anniversary after 15 years completed service with the Town)
Max Firefighter – (102.5% of a Step 6 Firefighter)	Year 25 (Commencing on employment anniversary after 25 years completed service with the Town)

Lieutenant

There shall be a Lieutenant base salary which shall be the Lieutenant salary from the previous contract year, adjusted by the cost of living adjustment in Appendix A.

Step 2 - (102.0% of Lieutenant base salary)	Year 5 (Commencing on employment anniversary after 5 years completed service with the Town)
Step 3 – (101.3% of a Step 2 Lieutenant)	Year 10 (Commencing on employment anniversary after 10

	years completed service with the Town)
Step 4 – (101.5% of a Step 3 Lieutenant)	Year 15 (Commencing on employment anniversary after 15 years completed service with the Town)
Max Lieutenant – (101.3% of a Step 4 Lieutenant)	Year 25 (Commencing on employment anniversary after 25 years completed service with the Town)
Captain There shall be a Captain base salary which shall be the Captain salary from the previous contract year, adjusted by the cost of living adjustment in Appendix A.	
Step 2 - (102.0% of Captain base salary)	Year 5 (Commencing on employment anniversary after 5 years completed service with the Town)
Step 3 – (101.3% of a Step 2 Captain)	Year 10 (Commencing on employment anniversary after 10 years completed service with the Town)
Step 4 – (101.5% of a Step 3 Captain)	Year 15 (Commencing on employment anniversary after 15 years completed service with the Town)
Max Captain – (101.3% of a Step 4 Captain)	Year 25 (Commencing on employment anniversary after 25 years completed service with the Town)
Deputy Chief There shall be a Deputy Chief base salary which shall be the Deputy Chief salary from the previous contract year, adjusted by the cost of living adjustment in Appendix A.	
Step 2 - (102.0% of Deputy Chief base salary)	Year 5 (Commencing on employment anniversary after 5 years completed service with the Town)

Step 3 – (101.3% of a Step 2 Deputy Chief)	Year 10 (Commencing on employment anniversary after 10 years completed service with the Town)
Step 4 – (101.5% of a Step 3 Deputy Chief)	Year 15 (Commencing on employment anniversary after 15 years completed service with the Town)
Max Deputy Chief – (101.3% of a Step 4 Deputy Chief)	Year 25 (Commencing on employment anniversary after 25 years completed service with the Town)
Section One (b) Effective July 1, 2023 all salaries and salary increases will be based off the starting point of a Step 3 Firefighter. Salaries will be calculated as follows:	
Step 1 - (0.89% of a Step 3 Firefighter)	Employment Start/Entrance
Step 2 – (0.92% of a Step 3 Firefighter) with the Town	One-year employment anniversary
Step 3 – (Starting point of all step calculations)	Second-year employment anniversary with the Town
Step 4 – (102.25% of a Step 3 Firefighter)	Year 5 (Commencing on employment anniversary after 5 years completed service with the Town)
Step 5 – (103.7% of a Step 4 Firefighter)	Year 10 (Commencing on employment anniversary after 10 years completed service with the Town)
Step 6 – (103.5% of a Step 5 Firefighter)	Year 15 (Commencing on employment anniversary after 15 years completed service with the Town)
Max Firefighter – (102.5% of a Step 6 Firefighter)	Year 25 (Commencing on employment anniversary after 25 years completed service with the Town)

Lieutenant

There shall be a Lieutenant base salary which shall be the Lieutenant salary from the previous contract year, adjusted by the cost of living adjustment in Appendix A.

Step 2 - (102.25% of base)

Year 5 (Commencing on employment anniversary after 5 years completed service with the Town)

Step 3 – (102.5% of a Step 2 Lieutenant)

Year 10 (Commencing on employment anniversary after 10 years completed service with the Town)

Step 4 – (102.5% of a Step 3 Lieutenant)

Year 15 (Commencing on employment anniversary after 15 years completed service with the Town)

Max Lieutenant – (101.3% of a Step 4 Lieutenant)

Year 25 (Commencing on employment anniversary after 25 years completed service with the Town)

Captain

There shall be a Captain base salary which shall be the Captain salary from the previous contract year, adjusted by the cost of living adjustment in Appendix A.

Step 2 - (102.25% of base)

Year 5 (Commencing on employment anniversary after 5 years completed service with the Town)

Step 3 – (102.5% of a Step 2 Captain)

Year 10 (Commencing on employment anniversary after 10 years completed service with the Town)

Step 4 – (102.5% of a Step 3 Captain)

Year 15 (Commencing on employment anniversary after 15 years completed service with the Town)

Max Captain – (101.3% of a Step 4 Captain)

Year 25 (Commencing on employment anniversary after 25 years completed service with the Town)

Deputy Chief

There shall be a Deputy Chief base salary which shall be the Deputy Chief salary from the previous contract year, adjusted by the cost of living adjustment in Appendix A.

Step 2 - (102.25% of base)

Year 5 (Commencing on employment anniversary after 5 years completed service with the Town)

Step 3 – (102.5% of a Step 2 Deputy Chief)

Year 10 (Commencing on employment anniversary after 10 years completed service with the Town)

Step 4 – (102.5% of a Step 3 Deputy Chief)

Year 15 (Commencing on employment anniversary after 15 years completed service with the Town)

Max Deputy Chief – (101.3% of a Step 4 Deputy Chief)

Year 25 (Commencing on

employment anniversary after 25 years completed service with the Town)

Defibrillator Pay

Base pay and defibrillator pay will be paid as outlined in Appendix A hereto.

Firefighter defibrillator pay is 1% of Max Firefighter base salary. Ranking officer defibrillator pay is 1% of Max salary of each respective ranking officer.

5. Salaries: Amend Article VIII (Section Seven EMT Stipend) to read as follows:

Section Seven EMT stipend

Effective July 1, 2022 all bargaining unit employees who are Emergency Medical Technicians (EMT's) shall receive a stipend of 5% (five percent) of their respective salary (base salary + defibrillator stipend) as set forth in in Appendix A hereto; all firefighters will receive their stipend based on the Max Step of their respective rank, regardless of hire date; such payment is to be made on or around December 15th of each year. Effective July 1, 2023, such stipend shall be 5.5% (five and a half percent).

Effective on November 17, 1993, all bargaining unit employees who are EMT's shall receive in their regular paychecks \$5.00 for each tour when they are assigned to the Rescue. All tours will be totaled at the end of each month and paid in the next available paycheck. Effective July 1, 1999, the \$5.00 for each tour will be increased to \$10.00 for each tour.

6. **Holidays:** Amend Article XV to read as follows:

Effective July 1, 2022 a firefighter will have ~~13~~ 14 holidays each year, which they may elect as time off or paid. If the firefighter elects to have their holidays paid, they may choose one of the following three ways to receive this payment:

- a) Five (5) on the first payroll in July and the remainder in the first payroll of January
- b) Five (5) on the first or second payday in December and the remainder the first payroll in January
- c) Five (5) on the first payroll in July, five (5) on the first or second payday in December, and the remainder in January

Effective July 1, 1999 the Town will grant one additional holiday, which must be taken in the form of time off. An employee who has worked part of a holiday shall not be penalized for refusing to work a detail, which includes another part of the same holiday.

Notwithstanding the provisions of Article X, Section 4 (f), above, effective July 1, 1984, any unused holidays not taken during the calendar year will be compensated in January of the following year.

Effective December 2004 the Town will pay double time for all on duty for Christmas Eve (14 hours) and Christmas Day (24 hours).

At the discretion of the Chief, employees may be asked to participate in professional development regarding Juneteenth.

7. **MOA is Off-The-Record.** The parties agree that this MOA shall be off the record for purposes of bargaining history unless and until Local 1297 has ratified this MOA and the Town Manager has approved this MOA.

8. **Ratification.** The parties agree that this MOA is subject to ratification by Local 1297 membership and to funding by Town Meeting at the next scheduled Town Meeting.

Agreed to subject to the conditions in paragraphs 7 and 8 above by

The Town of Arlington
by its Town Manager


Adam Chapdelaine

The IAFF, Local 1297
by


Robert Dustin

Appendix A
Pay Component Calculations

	FY22	FY23	FY24
COLA	1.50%	2.00%	2.00%
EMT	3.75%	5.00%	5.50%

Firefighters

1 (Hire)	\$56,074	\$57,196	\$58,340
2 (1y)	\$57,965	\$59,124	\$60,306
3 (2y)	\$63,005	\$64,265	\$65,550
4 (5yr)	\$63,635	\$65,550	\$67,025
5 (10y)	\$65,035	\$67,189	\$69,505
6 (15y)	\$66,336	\$68,869	\$71,938
FF Max (25y)	\$67,331	\$70,591	\$73,736

Lieutenants

base	\$75,598	\$77,110	\$78,652
2 5yr	\$76,354	\$78,652	\$80,422
3 (10y)	\$77,118	\$79,674	\$82,433
4 (15y)	\$77,889	\$80,869	\$84,494
LT Max (25y)	\$78,123	\$81,920	\$85,592

Captains

base	\$86,939	\$88,678	\$90,452
2 5yr	\$87,808	\$90,452	\$92,487
3 (10y)	\$88,686	\$91,628	\$94,799
4 (15y)	\$89,573	\$93,002	\$97,169
Cap Max (25y)	\$89,842	\$94,211	\$98,432

Deputy Chiefs

base	\$99,979	\$101,979	\$104,019
2 5yr	\$100,979	\$104,019	\$106,359
3 (10y)	\$101,989	\$105,371	\$109,018
4 (15y)	\$103,009	\$106,952	\$111,743
Dep Max (25y)	\$103,318	\$108,342	\$113,196

FY 2022
Pay Component Calculations

Defibrillator Stipend - FY22			
Step/Rank	Base	% of Base	Stipend
Firefighter Step 7	\$67,331	1.0%	\$673
Lieutenant	\$78,123	1.0%	\$781
Captain	\$89,842	1.0%	\$898
Dputy Chief	\$103,318	1.0%	\$1,033

Defibrillator Stipend - FY22				
Step/Rank	Base	Defib Stipend	% of Base	Stipend
Firefighter Step 7	\$67,331	\$673	3.75%	\$2,550
Lieutenant	\$78,123	\$781	3.75%	\$2,959
Captain	\$89,842	\$898	3.75%	\$3,403
Dputy Chief	\$103,318	\$1,033	3.75%	\$3,913

Night Differential - FY22				
Step/Rank	Base	Defib Stipend	Night Diff.	Stipend
Firefighter Step 1	\$56,074	\$673	5.40%	\$3,064
Firefighter Step 2	\$57,965	\$673	5.40%	\$3,166
Firefighter Step 3	\$63,005	\$673	5.40%	\$3,439
Firefighter Step 4	\$63,635	\$673	5.40%	\$3,473
Firefighter Step 5	\$65,035	\$673	5.40%	\$3,548
Firefighter Step 6	\$66,336	\$673	5.40%	\$3,618
Firefighter Step 7	\$67,331	\$673	5.40%	\$3,672
Lieutenant Step 1	\$85,654	\$781	5.40%	\$4,667
Lieutenant Step 2	\$86,511	\$781	5.40%	\$4,714
Lieutenant Step 3	\$87,376	\$781	5.40%	\$4,760
Lieutenant Step 4	\$88,250	\$781	5.40%	\$4,808
Lieutenant Step 5	\$88,515	\$781	5.40%	\$4,822
Captain Step 1	\$86,939	\$898	5.40%	\$4,743
Captain Step 2	\$87,808	\$898	5.40%	\$4,790
Captain Step 3	\$88,686	\$898	5.40%	\$4,838
Captain Step 4	\$89,573	\$898	5.40%	\$4,885
Captain Step 5	\$89,842	\$898	5.40%	\$4,900
Deputy Step 1	\$99,979	\$1,033	5.40%	\$5,455
Deputy Step 2	\$100,979	\$1,033	5.40%	\$5,509
Deputy Step 3	\$101,989	\$1,033	5.40%	\$5,563
Deputy Step 4	\$103,009	\$1,033	5.40%	\$5,618
Deputy Step 5	\$103,318	\$1,033	5.40%	\$5,635

School Credit Calculation

Step/Rank	Base	Defib. Stipend	5% of (Base + Defib.)	5% of (Base + Defib.)/60 = Amount per Credit	Amount per Credit X # of Credits
Firefighter	\$67,331	\$673	\$3,400	\$56.67	
Lieutenant	\$78,123	\$781	\$3,945	\$65.75	
Captain	\$89,842	\$898	\$4,537	\$75.62	
Dpeuty Ch	\$103,318	\$1,033	\$5,218	\$86.97	Total Benefit

FY 2023
Pay Component Calculations

Defibrillator Stipend - FY23			
Step/Rank	Base	% of Base	Stipend
Firefighter Step 7	\$70,591	1.0%	\$706
Lieutenant	\$81,920	1.0%	\$819
Captain	\$94,211	1.0%	\$942
Dputy Chief	\$108,342	1.0%	\$1,083

EMT Stipend - FY23				
Step/Rank	Base	Defib Stipend	% of Base	Stipend
Firefighter Step 7	\$70,591	\$706	5.00%	\$3,565
Lieutenant	\$81,920	\$819	5.00%	\$4,137
Captain	\$94,211	\$942	5.00%	\$4,758
Dputy Chief	\$108,342	\$1,083	5.00%	\$5,471

Night Differential - FY23				
Step/Rank	Base	Defib Stipend	Night Diff.	Stipend
Firefighter Step 1	\$57,196	\$706	5.40%	\$3,127
Firefighter Step 2	\$59,124	\$706	5.40%	\$3,231
Firefighter Step 3	\$64,265	\$706	5.40%	\$3,508
Firefighter Step 4	\$65,550	\$706	5.40%	\$3,578
Firefighter Step 5	\$67,189	\$706	5.40%	\$3,666
Firefighter Step 6	\$68,869	\$706	5.40%	\$3,757
Firefighter Step 7	\$70,591	\$706	5.40%	\$3,850
Lieutenant Step 1	\$85,654	\$819	5.40%	\$4,670
Lieutenant Step 2	\$86,511	\$819	5.40%	\$4,716
Lieutenant Step 3	\$87,376	\$819	5.40%	\$4,763
Lieutenant Step 4	\$88,250	\$819	5.40%	\$4,810
Lieutenant Step 5	\$88,515	\$819	5.40%	\$4,824
Captain Step 1	\$88,678	\$942	5.40%	\$4,839
Captain Step 2	\$90,452	\$942	5.40%	\$4,935
Captain Step 3	\$91,628	\$942	5.40%	\$4,999
Captain Step 4	\$93,002	\$942	5.40%	\$5,073
Captain Step 5	\$94,211	\$942	5.40%	\$5,138
Deputy Step 1	\$101,979	\$1,083	5.40%	\$5,565
Deputy Step 2	\$104,019	\$1,083	5.40%	\$5,676
Deputy Step 3	\$105,371	\$1,083	5.40%	\$5,749
Deputy Step 4	\$106,952	\$1,083	5.40%	\$5,834
Deputy Step 5	\$108,342	\$1,083	5.40%	\$5,909

School Credit Calculation

Step/Rank	Base	Defib. Stipend	5% of (Base + Defib.)	5% of (Base + Defib.)/60 = Amount per Credit	Amount per Credit X # of Credits
Firefighter	\$70,591	\$706	\$3,565	\$59.42	
Lieutenant	\$81,920	\$819	\$4,137	\$68.95	
Captain	\$94,211	\$942	\$4,758	\$79.30	
Dpeuty Ch	\$108,342	\$1,083	\$5,471	\$91.18	

FY 2024
Pay Component Calculations

Defibrillator Stipend - FY24			
Step/Rank	Base	% of Base	Stipend
Firefighter Step 7	\$73,736	1.0%	\$737
Lieutenant	\$85,592	1.0%	\$856
Captain	\$98,432	1.0%	\$984
Dputy Chief	\$113,196	1.0%	\$1,132

EMT Stipend - FY24				
Step/Rank	Base	Defib Stipend	% of Base	Stipend
Firefighter Step 7	\$73,736	\$737	5.50%	\$4,096
Lieutenant	\$85,592	\$856	5.50%	\$4,755
Captain	\$98,432	\$984	5.50%	\$5,468
Dputy Chief	\$113,196	\$1,132	5.50%	\$6,288

Night Differential - FY24				
Step/Rank	Base	Defib Stipend	Night Diff.	Stipend
Firefighter Step 1	\$58,340	\$737	5.40%	\$3,190
Firefighter Step 2	\$60,306	\$737	5.40%	\$3,296
Firefighter Step 3	\$65,550	\$737	5.40%	\$3,579
Firefighter Step 4	\$67,025	\$737	5.40%	\$3,659
Firefighter Step 5	\$69,505	\$737	5.40%	\$3,793
Firefighter Step 6	\$71,938	\$737	5.40%	\$3,924
Firefighter Step 7	\$73,736	\$737	5.40%	\$4,022
Lieutenant Step 1	\$85,654	\$856	5.40%	\$4,672
Lieutenant Step 2	\$86,511	\$856	5.40%	\$4,718
Lieutenant Step 3	\$87,376	\$856	5.40%	\$4,765
Lieutenant Step 4	\$88,250	\$856	5.40%	\$4,812
Lieutenant Step 5	\$88,515	\$856	5.40%	\$4,826
Captain Step 1	\$90,452	\$984	5.40%	\$4,938
Captain Step 2	\$92,487	\$984	5.40%	\$5,047
Captain Step 3	\$94,799	\$984	5.40%	\$5,172
Captain Step 4	\$97,169	\$984	5.40%	\$5,300
Captain Step 5	\$98,432	\$984	5.40%	\$5,368
Deputy Step 1	\$104,019	\$1,132	5.40%	\$5,678
Deputy Step 2	\$106,359	\$1,132	5.40%	\$5,805
Deputy Step 3	\$109,018	\$1,132	5.40%	\$5,948
Deputy Step 4	\$111,743	\$1,132	5.40%	\$6,095
Deputy Step 5	\$113,196	\$1,132	5.40%	\$6,174

School Credit Calculation

Step/Rank	Base	Defib. Stipend	5% of (Base + Defib.)	5% of (Base + Defib.)/60 = Amount per Credit	Amount per Credit X # of Credits
Firefighter	\$73,736	\$737	\$3,724	\$62.07	Total Benefit
Lieutenant	\$85,592	\$856	\$4,322	\$72.03	
Captain	\$98,432	\$984	\$4,971	\$82.85	
Dputy Ch	\$113,196	\$1,132	\$5,716	\$95.27	



**Town of Arlington
Office of the Town Manager**

**Sanford M. Pooler
Deputy Town Manager**

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TO: Finance Committee
FROM: Sandy Pooler, Deputy Town Manager/Finance Director
DATE: May 5, 2022
RE: Collective Bargaining Settlements

The Town has reached agreements with the International Association of Firefighters, AFL-CIO, Local 1297 and with the Robbins Library Professional Association and I write to request additions to the Fire Department and Library budgets to fund these contracts. In addition, it is now time to make similar adjustments to the budgets for departments in which non-union, management, and elected officials work.

These settlements are based on the Town's triennial salary survey of over 100 positions in 12 comparable communities. In some instances we also agreed to management or operational changes to enhance departmental delivery of services to the residents of the Town.

Fire

The Town and the Fire Union agreed on a contract for the period of FY2022-FY2024, and the union membership ratified the contract.

The Town has enjoyed an extended period of good labor relations with the Fire Union and we are committed to maintaining those relations. One of the commitments we made to the Union was to maintain its staff at the 72nd percentile of pay in comparable communities. This contract provides Cost of Living Adjustments (COLA) of 1.5% in FY22, 2% in FY23, and 2% in FY24. In addition, it maintains the EMT stipend in FY22 at 3.75% of Base Pay plus the Defibrillator Stipend, then increases it to 5.0% in FY23, and 5.5% in FY24. The agreement also makes various adjustments to the steps in order to reach the 72nd for firefighters and fire officers.

Additionally, the contract provides that members of the Union will receive Juneteenth as a holiday for which they may be paid or receive compensatory time off.

Library

The Robbins Professional Librarians Association had previously settled a one-year contract. Now, the Town and the Union have settled a contract for FY2023-FY2024. The Union members have ratified the contract.

As will all our contracts, this one is built around the costs of a FY22 1.5%, FY23 2%, and FY24 3% pattern, however it is structured with lower COLAs and additional steps. It provides a COLA in FY23

of 0.5% and in FY24 a COLA of 0.5%. The pay scale has four steps and for steps 3 and 4, in FY24 this is an additional COLA of 0.75%. The pay scale is expanded by adding two new steps for grades 1 and 2 and one new step for grades 3 and 4. In addition, longevity payments have increased by \$700 starting in FY23.

Under the new contract, the Library will no longer close on Good Friday and will be open regular hours on Saturdays during the summer, instead of the limited schedule now in place.

Non-Union, Management, and Elected

At this time, with the settlement of our first contracts for FY23, there is a wage pattern set for the town, so I request the following additions to these department budgets for COLA and Longevity payment increases for non-union staff (such as staff in confidential positions in various departments), for management staff, and for the Town Clerk, as detailed in the following table.

Department	FY23 Δ
Select Board	\$5,860
Town Manager	\$13,108
Comptroller	\$2,795
Treasurer/Collector	\$2,547
Legal	\$9,236
Human Resources	\$6,498
Information Technology	\$9,102
Town Clerk	\$1,980
Planning	\$10,372
Zoning Board of Appeals	\$1,068
Inspections	\$2,902
DPW Natural resources	\$1,515
DPW Engineering	\$2,344
DPW Administration	\$8,553
Facilities	\$1,380
Health	\$12,763
Diversity, Equity & Inclusion	\$3,745
Council on Aging	\$5,842
Library	\$6,694
AYCC	\$17,534
COA Transportation	\$1,860
Rink	\$516
Recreation	\$5,355
Total	\$133,569

Fiscal Impacts

I request the Finance Committee to increase the Fire Department FY22 salary budget by \$82,000 by transferring that amount from the existing salary reserve (account 0198981). I also request that the Committee increase the Fire FY23 budget by \$524,817, the Library FY23 budget by \$27,793, and the other departments listed above by \$133,569 by reducing the FY23 salary reserve line item by \$710,179 to a new total of \$613,393.

Copies of the Fire and RPLA agreements are attached.

FY2022 SALARY DETAIL			FY2022									
FIRE SERVICES	First	First		Step	Base Salary	Defib	Night Diff	School	Total Base	Longevity	EMT	Total
BAILEY	JAMES	Bailey, James	CHIEF OFFICER	4	103,009	1,033	5,619	5,218	114,879	4,595	3,913	123,387
CASEY	ROBERT	Casey, Robert	CHIEF OFFICER	5	103,318	1,033	5,635	5,218	115,204	5,760	3,913	124,877
KELLY	JOHN	Kelly, John	CHIEF OFFICER	4	103,009	1,033	5,619	5,218	114,879	4,595	3,913	123,387
MELLY	RYAN	Melly, Ryan	CHIEF OFFICER	4	103,009	1,033	5,619	4,174	113,835	4,553	3,913	122,301
RYAN	BERNARD	Ryan, Bernard	CHIEF OFFICER	5	103,318	1,033	5,635	5,218	115,204	5,760	3,913	124,877
CAGGIANO	BRIAN	Caggiano, Brian	FIRE CAPTAIN	3	88,686	898	4,838	4,537	98,959	1,979	3,403	104,341
CONROY	MARTIN	Conroy, Christopher	FIRE CAPTAIN	3	88,686	898	4,838	1,134	95,556	1,911	3,403	100,870
HENEbury	JAY	Henebury, Jay	FIRE CAPTAIN	4	89,573	898	4,886	4,159	99,516	3,981	3,403	106,900
HOUSER	PAUL	Houser, Paul	FIRE CAPTAIN	4	89,573	898	4,886	3,327	98,684	3,947	3,403	106,034
KELLY	MICHAEL	Kelly, Michael	FIRE CAPTAIN	4	89,573	898	4,886	1,210	96,567	4,828	3,403	104,798
KERR	DANIEL	Kerr, Daniel	FIRE CAPTAIN	3	88,686	898	4,838	4,537	98,959	1,979	3,403	104,341
SHARPE	ALFRED	Sharpe, Alfred	FIRE CAPTAIN	4	89,573	898	4,886	4,537	99,894	3,996	3,403	107,293
BURNS	KEVIN	Burns, Kevin	FIRE LIEUTENANT	2	76,354	781	4,166	2,696	83,997	840	2,959	87,796
CAREY	BRENDAN	Carey, Brendan	FIRE LIEUTENANT	4	77,889	781	4,249	2,301	85,220	3,409	2,959	91,588
DOUCETTE	ERIC	Doucette, Eric	FIRE LIEUTENANT	5	78,123	781	4,261	3,945	87,110	4,356	2,959	94,425
DUGGAN	NEIL	Duggan, Neil	FIRE LIEUTENANT	2	76,354	781	4,166	2,827	84,128	841	2,959	87,928
POTTER	CHARLES	Potter, Charles	FIRE LIEUTENANT	2	76,354	781	4,166	2,959	84,260	843	2,959	88,062
GALLAGHER	RICHARD	Gallagher, Richard	FIRE LIEUTENANT	2	76,354	781	4,166	2,893	84,194	842	2,959	87,995
GERA	BRIAN	Gera, Brian	FIRE LIEUTENANT	5	78,123	781	4,261	3,945	87,110	4,356	2,959	94,425
LAWSON	JAMES	Lawson, James	FIRE LIEUTENANT	4	77,889	781	4,249	3,945	86,864	3,475	2,959	93,298
MACDONALD	LIAM	MacDonald, Liam	FIRE LIEUTENANT	2	76,354	781	4,166	1,118	82,419	824	2,959	86,202
MARTIN	MICHAEL	Martin, Michael	FIRE LIEUTENANT	4	77,889	781	4,249	2,762	85,681	3,427	2,959	92,067
MCCABE	MARC	McCabe, Marc	FIRE LIEUTENANT	2	76,354	781	4,166	2,959	84,260	843	2,959	88,062
MICHAUD	STEVEN	Michaud, Steven	FIRE LIEUTENANT	5	78,123	781	4,261	1,578	84,743	4,237	2,959	91,939
MULLANE	SEAN	Mullane, Sean	FIRE LIEUTENANT	3	77,118	781	4,207	986	83,092	1,662	2,959	87,713
PAONE	ROBERT	Paone, Robert	FIRE LIEUTENANT	5	78,123	781	4,261	3,945	87,110	4,356	2,959	94,425
STANTON, JR.	PAUL	Stanton, Jr., Paul	FIRE LIEUTENANT	2	76,354	781	4,166	1,417	82,718	827	2,959	86,504
BAKER	KEITH	Baker, Keith	FIREFIGHTER	4	63,635	673	3,473	1,360	69,141	691	2,550	72,382
BORGES	BRYAN	Borges, Bryan	FIREFIGHTER	4	63,635	673	3,473	2,947	70,728	707	2,550	73,985
BEUCLER	EDWARD	Buecler, Edward	FIREFIGHTER	4	63,635	673	3,473	1,417	69,198	692	2,550	72,440
BYRNE	JON	Byrne, Jon	FIREFIGHTER	3	63,005	673	3,439	-	67,117	3,356	2,550	73,023
CARR	BRIAN	Carr, Brian	FIREFIGHTER	4	63,635	673	3,473	1,757	69,538	695	2,550	72,783
CARROLL	MICHAEL	Carroll, Michael	FIREFIGHTER	4	63,635	673	3,473	567	68,348	683	2,550	71,581
CATERINO	ALEXANDER	Caterino, Alexander	FIREFIGHTER	3	63,005	673	3,439	850	67,967	-	2,550	70,517
CONROY	CHRISTOPHER	Conroy, Martin	FIREFIGHTER	3	63,005	673	3,439	2,550	69,667	-	2,550	72,217
CUMMINGS	MITCHELL	Cummings, Mark	FIREFIGHTER	2	57,965	673	3,167	3,400	65,205	-	2,550	67,755
CURRAN	MICHAEL	Curran, Michael	FIREFIGHTER	3	63,005	673	3,439	1,700	68,817	-	2,550	71,367
DEAN	THOMAS	Dean, Thomas Jr.	FIREFIGHTER	6	66,336	673	3,619	1,530	72,158	2,886	2,550	77,594
DEROSBY	JOHN	DeRosby, John	FIREFIGHTER	4	63,635	673	3,473	1,870	69,651	697	2,550	72,898
DESIMONE	ALBERT	DeSimone, Albert	FIREFIGHTER	4	63,635	673	3,473	1,643	69,424	694	2,550	72,668
DONISI	JOSEPH	Donisi, Joseph	FIREFIGHTER	5	65,035	673	3,549	1,643	70,900	2,127	2,550	75,577
DONNELLY	BRIAN	Donnelly, Brian	FIREFIGHTER	5	65,035	673	3,549	3,400	72,657	2,180	2,550	77,387

FY2022 SALARY DETAIL			FY2022									
FIRE SERVICES	First	First		Step	Base Salary	Defib	Night Diff	School	Total Base	Longevity	EMT	Total
DUSTIN	ROBERT	Dustin, Robert Jr	FIREFIGHTER	5	65,035	673	3,549	3,400	72,657	2,180	2,550	77,387
FLYNN	ANDREW	Flynn, Andrew	FIREFIGHTER	2	57,965	673	3,167	-	61,805	-	2,550	64,355
FLYNN	MIKKEL E.	Flynn, Mikkel	FIREFIGHTER	2	57,965	673	3,167	-	61,805	-	2,550	64,355
FLYNN	PAUL	Flynn, Paul	FIREFIGHTER	7	67,331	673	3,673	1,417	73,094	3,655	2,550	79,299
FLYNN, JR.	PAUL	Flynn, Jr., Paul	FIREFIGHTER	4	63,635	673	3,473	567	68,348	683	2,550	71,581
GERA	DAVID	Gera, David	FIREFIGHTER	6	66,336	673	3,619	3,343	73,971	2,959	2,550	79,480
GIBBONS	CHRISTOPHER	Gibbons, Christopher	FIREFIGHTER	6	66,336	673	3,619	2,267	72,895	2,916	2,550	78,361
HOGAN	TERRANCE	Hogan, Terrance	FIREFIGHTER	5	65,035	673	3,549	907	70,164	1,403	2,550	74,117
KENNEDY	BRIAN	Kennedy, Brian	FIREFIGHTER	5	65,035	673	3,549	1,247	70,504	1,410	2,550	74,464
LOVELESS	BRENTON	Loveless, Brenton	FIREFIGHTER	4	63,635	673	3,473	2,323	70,104	701	2,550	73,355
MANSFIELD	CHRIS	Mansfield, Chris	FIREFIGHTER	4	63,635	673	3,473	2,097	69,878	699	2,550	73,127
MARQUIS	RICHARD	Marquis, Richard	FIREFIGHTER	7	67,331	673	3,673	850	72,527	3,626	2,550	78,703
MARSHALL	ROBERT	Marshall, Robert	FIREFIGHTER	3	63,005	673	3,439	1,133	68,250	-	2,550	70,800
MCGAHAH	BRIAN	McGahan, Brian	FIREFIGHTER	7	67,331	673	3,673	2,947	74,624	3,731	2,550	80,905
MURRAY	DEVIN	Murray, Devin	FIREFIGHTER	4	63,635	673	3,473	3,400	71,181	712	2,550	74,443
NADEAU	ANDREW J.	Nadeau, Andrew	FIREFIGHTER	2	57,965	673	3,167	-	61,805	-	2,550	64,355
NOGUERA	FIDEL	Noguera, Fidel	FIREFIGHTER	2	57,965	673	3,167	-	61,805	-	2,550	64,355
O'BRIEN	SEAN	O'Brien, Sean	FIREFIGHTER	4	63,635	673	3,473	1,927	69,708	697	2,550	72,955
PALMIERI	JOSEPH	Palmieri, Joseph	FIREFIGHTER	6	66,336	673	3,619	1,927	72,555	2,902	2,550	78,007
PARAGONA	JOSEPH	Paragona, Joseph	FIREFIGHTER	7	67,331	673	3,673	-	71,677	3,584	2,550	77,811
SACCA	JEFF	Sacca, Jeff	FIREFIGHTER	4	63,635	673	3,473	3,400	71,181	712	2,550	74,443
SANTOS	ALEXIS	Santos, Alexis	FIREFIGHTER	4	63,635	673	3,473	567	68,348	683	2,550	71,581
SHEA	JOHN	Shea, John	FIREFIGHTER	5	65,035	673	3,549	1,247	70,504	1,410	2,550	74,464
STRATTON	BRANDON	Stratton, Brandon	FIREFIGHTER	4	63,635	673	3,473	2,437	70,218	702	2,550	73,470
SULLIVAN	SHAWN	Sullivan, Shawn	FIREFIGHTER	6	66,336	673	3,619	2,267	72,895	2,916	2,550	78,361
SWEENEY	BRIAN	Sweeney, Brian P.	FIREFIGHTER	7	67,331	673	3,673	3,400	75,077	3,754	2,550	81,381
TIRICO	JAMES	Tirico, James	FIREFIGHTER	5	65,035	673	3,549	2,833	72,090	1,442	2,550	76,082
WEBER	CATHERINE	Weber, Catherine	FIREFIGHTER	3	63,005	673	3,439	1,700	68,817	-	2,550	71,367
WILLEY	COLIN	Willey, Colin	FIREFIGHTER	4	63,635	673	3,473	1,190	68,971	690	2,550	72,211
VACANT		Vacant	FIREFIGHTER	2	57,965	673	3,167	1,700	63,505	3,175	2,550	69,230
VACANT		Vacant	FIREFIGHTER	2	57,965	673	3,167	1,700	63,505	-	2,550	66,055
VACANT		Vacant	FIREFIGHTER	2	57,965	673	3,167	1,700	63,505	-	2,550	66,055
VACANT		Vacant	FIREFIGHTER	2	57,965	673	3,167	1,700	63,505	-	2,550	66,055
VACANT		Vacant	FIREFIGHTER	2	57,965	673	3,167	1,700	63,505	-	2,550	66,055
VACANT		Vacant	FIREFIGHTER	2	57,965	673	3,167	1,700	63,505	-	2,550	66,055

77 5,455,153 56,816 297,687 174,390 5,984,046 145,772 215,271 6,345,089

Row Labels	Column Labels						
	ELECT	MGMT	MTP	OFNU	Total Sum	Total Sum	S. Long
	Sum of Set	Sum of Set	Sum of S.	I Sum of Set	Sum of Settlement		
122	\$2,211	\$110	\$2,640	\$899	\$5,750	\$110	
123	\$5,833	\$86	\$7,189		\$13,022	\$86	
134	\$2,768	\$27			\$2,768	\$27	
138	\$2,547	\$0			\$2,547	\$0	
151	\$5,379	\$30	\$2,975	\$852	\$9,206	\$30	
152	\$2,580	\$129	\$3,018	\$771	\$6,369	\$129	
154	\$3,144	\$0	\$5,958		\$9,102	\$0	
161	\$1,980				\$1,980	\$0	
172	\$0	\$0	\$10,372		\$10,372	\$0	
173			\$1,068		\$1,068	\$0	
251	\$2,129	\$21		\$752	\$2,881	\$21	
401			\$1,515		\$1,515	\$0	
411			\$2,344		\$2,344	\$0	
421	\$3,106	\$93	\$5,354		\$8,460	\$93	
471	\$0	\$0	\$1,380		\$1,380	\$0	
512	\$2,859	\$115	\$9,789		\$12,648	\$115	
519			\$3,745		\$3,745	\$0	
541			\$4,421	\$1,421	\$5,842	\$0	
610	\$2,615	\$52		\$4,027	\$6,642	\$52	
655			\$17,534		\$17,534	\$0	
656			\$1,046	\$814	\$1,860	\$0	
657	\$516	\$0			\$516	\$0	
658	\$2,064	\$0	\$3,291		\$5,355	\$0	
Grand Total	\$1,980	\$37,751	\$663	\$83,639	\$9,536	\$132,906	\$663

Department	FY23 Δ
Select Board	\$5,860
Town Manager	\$13,108
Comptroller	\$2,795
Treasurer/Collector	\$2,547
Legal	\$9,236
Human Resources	\$6,498
Information Technology	\$9,102
Town Clerk	\$1,980
Planning	\$10,372
Zoning Board of Appeals	\$1,068
Inspections	\$2,902
DPW Natural resources	\$1,515
DPW Engineering	\$2,344
DPW Administration	\$8,553
Facilities	\$1,380
Health	\$12,763
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Council on Aging	\$5,842
Library	\$6,694
AYCC	\$17,534
COA Transportation	\$1,860
Rink	\$516
Recreation	\$5,355
Total	\$133,569

Personnel Pages		Job	FTE	BU	Grade	SStep	Step	New Pay	Longevity	Total	FY21 FTE	start step	End step	Start salary	End Salary	FY21 Budget	Longevity %,	Longevity %,	12/31/2022						
		Job	FTE	BU	Grade	SStep	Step	New Pay	Longevity	Total	Union	Grade			Salary	Formula	Value								
FY 2023 SALARY DETAIL																									
LIBRARY		Job	FTE	BU	Grade	SStep	Step	New Pay	Longevity	Total															
THOMPSON	BEVERLY	HEAD TECH SERVICES	1.00	LIB	2	7	7	78,354	0	78,354	1.00	LIB	2	7	7	78,354	78,354	\$0	1/2/2019	3	3,208	4.27%	\$78,354	3,208	4.27%
KUH	CATHERINE	HEAD TECHNOLOGY	1.00	LIB	4	7	7	97,226	2,800	100,026	1.00	LIB	4	7	7	97,226	97,226	\$2,800	11/15/1989	33	3,981	4.27%	\$100,026	4,681	4.91%
WATTS-FLAVIN	PAMELA	HEAD CHILDREN'S SERVICES	1.00	LIB	3	7	7	86,040	2,400	88,440	1.00	LIB	3	7	7	86,040	86,040	\$2,400	8/5/1999	23	3,522	4.27%	\$88,440	4,222	5.01%
RODRIGUEZ	VERONICA	ADULT SERVICES LIBRARIAN	1.00	LIB	1	5	5	64,585	0	64,585	1.00	LIB	1	5	5	64,585	64,585	\$0	3/14/2018	4	4,883	8.18%	\$64,585	4,883	8.18%
VACANT	Gladys	ADULT SERVICES LIBRARIAN	1.00	LIB	1	2	2	57,833	0	57,833	1.00	LIB	1	2	2	57,833	57,833	\$0	9/4/2018	4	(1,869)	-3.13%	\$57,833	(1,869)	-3.13%
PROCHE	STEVEN	ADULT SERVICES LIBRARIAN	1.00	LIB	1	2	2	57,833	0	57,833	1.00	LIB	1	2	2	57,833	57,833	\$0	11/15/2021	1	(8,841)	-13.26%	\$57,833	(10,541)	-15.42%
STARKEY	JULIA	ADULT SERVICES LIBRARIAN	1.00	LIB	1	2	2	57,833	0	57,833	1.00	LIB	1	2	2	57,833	57,833	\$0	10/12/2020	2	(5,270)	-8.35%	\$57,833	(6,370)	-9.92%
DYNDIUK	LINDA	HEAD OF ADULT SERVICES LIBRARIAN	1.00	LIB	3	7	7	86,040	2,000	88,040	1.00	LIB	3	7	7	86,040	86,040	\$2,000	7/11/2011	11	3,522	4.27%	\$88,040	4,222	5.04%
TOURNAS	STEPHANIE	CHILDREN'S LIBRARIAN	0.71	LIB	1	7	7	49,657	1,800	51,457	0.71	LIB	1	7	7	69,520	69,520	\$49,657	1/10/2014	8	2,033	4.27%	\$51,457	2,733	5.61%
BOUTLET	MARY	CHILDREN'S LIBRARIAN	1.00	LIB	1	3	3	60,001	0	60,001	1.00	LIB	1	3	3	60,001	60,001	\$0	9/21/2020	1	4,536	8.18%	\$60,001	4,536	8.18%
TROHA	AMANDA	BRANCH LIBRARIAN	1.00	LIB	3	5	5	79,934	0	79,934	1.00	LIB	3	5	5	79,934	79,934	\$0	7/29/2019	3	6,044	8.18%	\$79,934	6,044	8.18%
VACANT	1	CHILDREN'S LIBRARIAN	0.54	LIB	1	1	1	30,260	0	30,260	0.54	LIB	1	1	1	55,742	55,742	\$0	30,260	1	(5,280)	-14.86%	\$30,260	(6,380)	-17.41%
KANIA	KATHRYN	HEAD OF TEEN SERVICES	1.00	LIB	2	6	6	75,522	0	75,522	1.00	LIB	2	6	6	75,522	75,522	\$0	7/25/2018	4	5,710	8.18%	\$75,522	5,710	8.18%
PRIVER	SUSAN	TECHNOLOGY LIBRARIAN	0.49	LIB	2	7	7	38,058	971	39,029	0.49	LIB	2	7	7	78,354	78,354	\$38,058	9/11/2016	13	1,559	4.27%	\$39,029	1,899	5.11%
VACANT	O'Connell	CHILDREN'S LIBRARIAN	0.46	LIB	1	2	2	26,438	823	27,261	0.46	LIB	1	2	2	57,833	57,833	\$26,438	8/23/2017	5	(854)	-3.13%	\$27,261	(31)	-0.11%
LAMARE	KERRY	CHILDREN'S LIBRARIAN	0.40	LIB	1	2	2	23,133	0	23,133	0.40	LIB	1	2	2	57,833	57,833	\$0	7/27/2021	1	115	0.50%	\$23,133	115	0.50%
APPROPRIATION TOTAL:			13.60					968,747	10,794	979,641						968,747	10,794			16,999	1.79%				

THOMPSON	2	6	7
KIAH	4	6	7
WATTS-FLAVIN	3	6	7
RODRIGUEZ	1	3	4
GLADE	1	3	4
PROCHET	1		
STARKEY	1		
DYNDIUK	3	6	7
TOURNAS	1	6	7
BOUTET	1	1	2
TRHOHA	3	3	4
VACANT	1	5	6
KANIA	2	4	5
FRIVER	2	6	7
O'CONNELL	1	3	4

LIBRARY - Original	Job		FTE	BU	Grade	Step	Step	Min	Max	Budget Book
THOMPSON	BEVERLY	HEAD TECH SERVICES	1.00	LIB	2	7	7	60,253	75,146	75,146
KIAH	CATHERINE	HEAD TECHNOLOGY	1.00	LIB	4	7	7	74,763	93,245	93,245
WATTS-FLAVIN	PAMELA	HEAD CHILDREN'S SERVICES	1.00	LIB	3	7	7	66,164	82,518	82,518
RODRIGUEZ	VERONICA	ADULT SERVICES LIBRARIAN	1.00	LIB	1	5	5	53,459	66,674	59,702
GLADE	NICHOLAS	ADULT SERVICES LIBRARIAN	1.00	LIB	1	5	5	53,459	66,674	59,702
PROCHET	STEVEN	ADULT SERVICES LIBRARIAN	1.00	LIB	1	2	2	53,459	66,674	66,674
STARKEY	JULIA	ADULT SERVICES LIBRARIAN	1.00	LIB	1	2	2	53,459	66,674	61,103
DYNDILIK	LINDA	HEAD OF ADULT SERVICES LIBRARIAN	1.00	LIB	3	7	7	66,164	82,518	82,518
TOURNAS	STEPHANIE	CHILDREN'S LIBRARIAN	0.71	LIB	1	7	7	53,459	66,674	47,624
BOUTET	MARY	CHILDREN'S LIBRARIAN	1.00	LIB	1	3	3	53,459	66,674	54,605
TROHA	AMANDA	BRANCH LIBRARIAN	1.00	LIB	3	5	5	66,164	82,518	73,890
VACANT		CHILDREN'S LIBRARIAN	0.54	LIB	1	2	2	53,459	66,674	35,540
KANIA	KATHRYN	HEAD OF TEEN SERVICES	1.00	LIB	2	6	6	60,253	75,146	69,812
PRIVER	SUSAN	TECHNOLOGY LIBRARIAN	0.49	LIB	2	7	7	60,263	75,146	36,499
VACANT	KATHLEEN	CHILDREN'S LIBRARIAN	0.46	LIB	1	5	5	53,459	66,674	27,292
LAMARE	KERRY	CHILDREN'S LIBRARIAN	0.40	LIB	1	2	2	53,459	66,674	23,018